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Annual Report

1977-78

Governor's Commission on the Status of Women

Commonwealth of Massachusetts



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TABLE OF CONTENTS

Letter of Transmittal	p. 2
Message from Governor Michael S. Dukakis	p. 3
Commissioners	p. 4
The Commission Year ... at a glance	p. 5
Committee Reports	
Women and Economics	p. 10
Communications	p. 12
Education	p. 13
Membership	p. 15
Health	p. 16
Law	p. 17
Women's Budget Project	p. 18
Legislation	p. 19
Sensitivity and Awareness	p. 22
Legislative Position Papers	p. 23
Budget	p. 28
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THE COMMONWEALTH OF MASSACHUSETTS

GOVERNOR'S COMMISSION ON THE STATUS OF WOMEN

ROOM 1105 • 100 CAMBRIDGE ST. • BOSTON 02202

MICHAEL S. DUKAKIS
GOVERNOR

Dear Governor Dukakis:

On behalf of the Governor's Commission on the Status of Women, I have the honor to submit for your information and review our Annual Report for the year 1977-1978, which outlines the principle activities, accomplishments, and recommendations of our committees. However, this report cannot describe the satisfaction we as Commissioners feel in having contributed to the advancement of women in Massachusetts by helping the public to understand the full potential and worth of the women in Massachusetts.

Many outstanding Commission accomplishments are described in this report. Two especially significant ones are the establishment of a legislative lobbying network and the publication of a booklet on employment opportunities in higher education. The statewide legislative network successfully lobbied for the passage of the Displaced Homemakers and Comprehensive Abuse Bills, both of which will profoundly effect disadvantaged women in Massachusetts. The recently published booklet on employment opportunity and discrimination in higher education in Massachusetts was so well received that many local colleges requested copies for their entire graduating class. The higher education employment statistics, published for the first time in this report, are an outgrowth of the work done on the booklet. They provide a graphic demonstration of the difficulties women have in achieving parity with their male counterparts in higher education.

I have immensely enjoyed my years with the Commission and appreciate the opportunity you and the Commissioners have given me to serve the Commonwealth. Meeting, working with, and learning to respect and appreciate the extraordinary individuals who make up the Commission and its staff have been the high points of my term as Chairwoman. In leaving, I can only hope that future Commissioners share the same deep commitments and generous friendships which have been the hallmark of the present Commission and that the development of the progressive and fruitful cooperative relationship established with your administration continues.



Carol Chandler

Carol Chandler
Chairwoman



MICHAEL S. DUKAKIS
GOVERNOR

THE COMMONWEALTH OF MASSACHUSETTS

EXECUTIVE DEPARTMENT

STATE HOUSE • BOSTON 02133



As Governor of the Commonwealth, I firmly believe that the economic, social, political, and legal inequities that have confronted women in the past must be ended and never allowed to recur. Women must be assured the opportunity to develop their capabilities and fulfill their aspirations on the basis of individual merit, free of the limitations based on sex.

The Governor's Commission on the Status of Women was established to help Massachusetts women achieve the equal status that should be their birthright. In this past year its members have worked vigorously toward that goal.

I am grateful to the members of the Commission on the Status of Women for their efforts to bring about specific changes that would benefit women across the State. Two important comprehensive bills were passed largely as a result of the efforts of Commissioners. These will favorably affect the plight of Displaced Homemakers and Abused Women in Massachusetts.

On behalf of the citizens of Massachusetts and personally, I would like to thank the members of the Commission for their time, energy, and talents which they have invested in their work and for their many accomplishments.

A large, stylized handwritten signature of Michael S. Dukakis in dark ink.
Michael S. Dukakis

COMMISSIONERS

Debra Amidon
Framingham

Barbara Gilchrest, M.D.
Boston

Margaret Merry, Ph.D.
Boston

Barbara Ashton
Swansea

Betty Gittes, J.D.
Brighton

Diane Modica
E. Boston

Ruth Benjamin
Dorchester

Janis Gogan
Arlington

Mary Murphy
Cambridge

Patricia Burdick
Newton Center

Sonya Hamlin
Marblehead

Shirley Perry
Manchester

Carol Chandler, J.D.
Boston

Sr. Therese Higgins, Ph.D.
Weston

Muriel Poulin, Ed.D.
Watertown

Caroline Chang, J.D.
Mattapan

Patricia Jennings
Weymouth

Elyse Salend
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Sheila Clemon-Karp
Lexington

Helen Keyes
Hull

Marge Schiller, Ph.D.
Hingham

Hetty Cramer
Chestnut Hill

Tanya Kaye Konjolka, J.D.
Waban

Ann Seidman, Ph.D.
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Edna Sexton
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Yamuna Lingappa, Ph.D.
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Bonnie Stedt
North Andover

Jan Gadson
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Ellen Lutch
Cambridge

Jan Sugarman, J.D.
Chestnut Hill

Sara Garcia
Chicopee

Kay Mazuy Clarke
Concord

Gretchen Wortham
Stoughton

Ruth Zucco
Agawam

ASSOCIATE COMMISSIONERS:

Roberta Benjamin, J.D.
Ann Blackham
Carol Goldberg

Ann Kendall
Muriel Knight
Carol Nadelson, M.D.

Rose Olver, Ph.D.
Miriam Ritvo, Ph.D.
Betty Taymor, Ph.D.
MarDee Xifaras

The Commission year at a glance

The Governor's Commission on the Status of Women is comprised of forty Commissioners who represent a wide variety of occupations, skills, organizations, political attitudes, and geographical areas of the state. Commissioners are appointed by the Governor and serve a three-year term without salary.

The Governor's Commission on the Status of Women was created to expand opportunities for women and to help eliminate the barriers which keep women from realizing their full potential. In pursuit of this goal, the Commission makes recommendations to the Governor, to state departments, and to the general public concerning legislation affecting women, and services and programs for women.

The Commission serves as an advocate for women by expanding the public awareness of women's issues through special conferences, programs, press coverage, and close contacts with those who are in policy-making positions. The Commission cooperates with other women's organizations, agencies of government, and interested groups in programs and projects that seek to improve the status of women.

The work of the Commission is done primarily through committees consisting of Commissioners, representatives of various state agencies, legislators, and individuals who volunteer their time and talents. These committees work on priority topics determined by the Commission as a whole.

During the past year, the Commission devoted its energies to the following areas:

Appointment of Women

Assisted the Governor, Cabinet Secretaries, the Judicial Nominating Committee, and state department officials in identifying Massachusetts women who qualify for vacancies in state agencies and on boards and commissions.

Co-sponsored a conference (with the Massachusetts Association of Women Lawyers and an ad hoc committee of women lawyers) for women interested in becoming candidates for judicial selection, which examined ways to ensure that more women are considered for the bench.

Economics and Credit

WROTE AND PUBLISHED PAMPHLET ON "YOUR CREDIT RIGHTS."

Provided speakers on economic issues that affect women to women's groups and organizations throughout the state.

CO-SPONSORED STATE-WIDE "FINANCIAL SEMINARS FOR WOMEN" WITH THE SHAWMUT BANK.

Assisted President Carter in identifying and surveying the needs of women small business owners in Massachusetts.

Participated in a conference for low-income women, sponsored by the U.S. Department of Labor, in New Bedford.

PRESENTED A PROGRAM ON "WOMEN AND ECONOMICS" FOR COMMISSIONERS AND FRIENDS.

Education

Produced and distributed a trial Commission newsletter on "Career Alternatives for Teachers" to Massachusetts institutions of higher education, to address the needs of unemployed elementary and secondary school teachers.

SUBMITTED A JOINT AMICUS BRIEF WITH THE CIVIL LIBERTIES UNION OF MASSACHUSETTS TO THE SUPREME JUDICIAL COURT OF MASS. CONCERNING A BILL PENDING BEFORE THE MASSACHUSETTS HOUSE ENTITLED "AN ACT RESTRICTING THE PARTICIPATION OF GIRLS IN CERTAIN CONTACT SPORTS."

Explored affirmative action compliance at Massachusetts state community colleges, colleges, and universities and worked with the M.C.A.D. and the Secretary of Education in an attempt to remedy obvious inequities in the employment of women in administrative and teaching positions.

DISTRIBUTED THE NEWLY-WRITTEN COMMISSION PUBLICATION RESOURCES: PROFESSIONAL WOMEN IN MASSACHUSETTS HIGHER EDUCATION TO PRESIDENTS, AFFIRMATIVE ACTION OFFICERS, FEMALE TRUSTEES, WOMEN'S CENTERS, AND INTERESTED PERSONS IN MASSACHUSETTS PRIVATE AND PUBLIC COLLEGES, AND UNIVERSITIES.

Solicited nominations for the Educational Equity Awards, to be presented by the Commission to teachers, administrators, students, and guidance counselors who have initiated programs improving equal educational opportunities for boys and girls in elementary and secondary public schools.

Employment

Referred complaints of sex discrimination in employment to the appropriate state and federal agencies for information or assistance.

Counseled and referred women to appropriate agencies that assist women in obtaining employment.

Preparing a publication with the cooperation of the Dept. of Labor and Industries on "Women and Current Labor Laws in Massachusetts," which will be made available to labor organizations and women's groups in the coming Commission year.

Supported the Humphrey-Hawkins Bill for full employment, by a letter-writing campaign to the Massachusetts Congressional delegation.

Maintained a job bulletin board (listing current vacancies)

and provided the public with the Commission's booklet, "Services Assisting Women in Employment."

Participated in "Women and Work Career Week" at Lexington High School.

LOBBIED, ON BOTH THE STATE AND FEDERAL LEVELS, FOR A CHANGE IN THE VETERAN'S PREFERENCE STATUTE. MET WITH ATTORNEY GENERAL BELLOTTI TO URGE HIS COOPERATION IN SPONSORING AND SUPPORTING A VETERAN'S PREFERENCE STATUTE THAT WOULD NOT PREJUDICE WOMEN IN OBTAINING EMPLOYMENT IN STATE POSITIONS AND WOULD STILL AFFORD VETERAN'S LIMITED PREFERENCE.

Testified in support of the Department of Personnel Administration's "3 plus 3" rule, to assist with affirmative action hiring needs in the state system.

Consulted with MCAD on their case-processing guidelines, to make that agency more responsive to the needs of complainants.

Equal Rights

Lobbied for the extension of the Federal ERA; joined with other women's groups to honor Thomas P. (Tip) O'Neill, Speaker of the U.S. House of Representatives, for his continued support of the extension. Honored guests included Senator Edward M. Brooke, Representative Margaret Heckler, Representative Paul Tsongas, and members of the Massachusetts State Legislature.

AS A FOUNDING MEMBER OF THE MASSACHUSETTS ERA IMPLEMENTATION COALITION, LOBBIED FOR LEGISLATION THAT WOULD BRING THE GENERAL LAWS OF THE COMMONWEALTH OF MASSACHUSETTS INTO COMPLIANCE WITH THE PRINCIPLES OF THE STATE EQUAL RIGHTS AMENDMENT.

Presented an all-day workshop "The Color of Women's Oppression" for Commissioners and friends, by the Sensitivity and Awareness Committee.

Urged the Department of Motor Vehicles to complete the establishment of a new name change system, allowing for one's choice of name on a driver's license.

Testified before the Department of Public Utilities urging (successfully) that dual phone listings containing both spouse's names be offered at no additional charge to customers; and that women have the option of requesting dual billing to establish credit with the telephone company.

CO-SPONSORED A DAY-LONG CONFERENCE WHICH PRESENTED VALUABLE INFORMATION ON WOMEN'S LEGAL RIGHTS AND RESPONSIBILITIES, WITH A COALITION OF WOMEN LAW STUDENTS FROM LOCAL UNIVERSITIES. COMMISSIONERS SERVED AS PANELISTS, FACILITATORS, AND PROMOTERS.

Health/Abuse

HELPED TO FOUND THE COALITION FOR ABUSE AND DOMESTIC VIOLENCE, WHICH WORKED SUCCESSFULLY ON LOBBYING TO PASSAGE OF S1445, "AN ACT PROVIDING CERTAIN TEMPORARY PROTECTION FOR PERSONS SUFFERING ABUSE."

Campaigned in support of the establishment of a center for women's problems with alcohol.

SPONSORED THE FIRST STATE-WIDE CONFERENCE (WITH REP. BARBARA GRAY- R.FRAMINGHAM) BRINGING TOGETHER PROVIDERS OF SERVICES FOR BATTERED WOMEN. WORKSHOP TOPICS INCLUDED LEGISLATION AND LAWS, FUNDING SOURCES, PUBLIC RELATIONS/COMMUNICATIONS, AND COUNSELING TECHNIQUES. THIS CONFERENCE LAUNCHED A NEW STATE-WIDE COALITION OF PROVIDERS OF SERVICES.

Participated in the coalition Massachusetts Citizens for Choice, which worked for the preservation of the right to choice in abortion matters and the availability of Medicaid funds to women requiring or wishing to terminate a pregnancy.

PRESENTED THE "LIVE BETTER, FEEL BETTER" LECTURE SERIES AT BOSTON CITY HALL PLAZA, ON "PHYSICAL FITNESS: PRACTICE AND POLITICS" AND "FIVE THINGS YOU SHOULD KNOW ABOUT MEDICATION."

Gathered and presented data to the Federal Trade Commission to urge an investigation of deceptive and misleading advertising claims made by the cosmetics industry.

Female Offenders

Lobbied for legislation that would fund a program offering comprehensive services for female offenders.

Legislation

LOBBIED BY MAIL, PHONE, AND PERSONAL CONTACT FOR THE PASSAGE OF ERA IMPLEMENTATION BILLS, DISPLACED HOMEMAKERS BILLS, CONTRACEPTION FOR MINORS, MATERNITY BENEFITS, ABORTION RIGHTS, FLEXIBLE HOURS REPORTING, COMPREHENSIVE SERVICE FOR FEMALE OFFENDERS, MIDWIFERY, ADULT RECURRENT EDUCATION, APPOINTMENTS FOR GOVERNOR-APPOINTED BOARDS, PATIENTS' RIGHTS, HEALTH INSURANCE COVERAGE FOR PART-TIME EMPLOYEES.

Assisted in reconvening "L-Whamo," a public interest advocacy group, which worked on pressing public interest issues. Co-sponsored a full day lobbying seminar for interested citizens in conjunction with other "L-Whamo" members.

Presented a series of "Legislative Action Seminars," to educate Commissioners and friends about the legislative process and to train them in lobbying techniques.

Established a state-wide telephone network to alert individuals and groups throughout the state about pending legislation affecting women.

Media

Appeared as guests on radio and television talk shows, and on special programs to present our views on issues of pressing importance to citizens of Massachusetts.

Wrote letters commending the print and broadcast media for articles and programs addressing the needs of women.

Aired radio and television public service announcements, produced by the Commission, on credit rights and skills of women re-entering the job market.

Presented a workshop which prepared Commissioners for public speaking engagements.

Issued press releases to daily and weekly newspapers on important Commission activities.

Older Women

Lobbied for the establishment of homemaker re-entry programs.

PREPARED A BOOKLET CONTAINING SAFETY TIPS FOR OLDER WOMEN AND THE ELDERLY, IN COOPERATION WITH THE MASSACHUSETTS DEPARTMENT OF ELDERLY AFFAIRS AND THE MASS. HOME CARE ASSOCIATION, TO BE AVAILABLE FOR DISTRIBUTION IN LATE 1978.

Public Information

Provided information and referrals to the general public on job discrimination, employment needs, credit rights, housing, shelters for victims of abuse, pending legislation.

Provided pamphlets and booklets entitled:

RESOURCES: PROFESSIONAL WOMEN IN MASSACHUSETTS HIGHER
EDUCATION
SERVICES ASSISTING WOMEN IN EMPLOYMENT
WOMEN'S SOCIAL SERVICES IN WESTERN MASSACHUSETTS
WOMEN IN MASSACHUSETTS - A LEGAL HISTORY
CHAPTER 622: RESOURCES FOR PARENTS -- EQUAL EDUCATIONAL
OPPORTUNITIES FOR OUR CHILDREN
THE MASSACHUSETTS LEGISLATURE -- AND YOUR PART IN IT
YOUR CREDIT RIGHTS
AGENCIES PROVIDING SERVICES TO SINGLE MOTHERS
SEX DISCRIMINATION IN HOUSING - KNOW YOUR RIGHTS

Met with women from other Commissions and countries to discuss issues of mutual concern, including representatives from Maine, W. Germany, Sweden, Japan, Portugal, Columbia (S. America), Tunisia.

Rural Women

Represented at the rural American Women's Conference in Washington DC.

COMMITTEE REPORTS

Women and Economics Committee

"Bringing a Higher Awareness of the Economics of
Being a Women to the Public"

\$ \$ \$

The Women and Economics Committee joined with the Shawmut Banks to sponsor a state-wide series of "Financial Seminars for Women" covering four important areas: Budgeting, Consumer Credit, Investments, and Wills and Trusts. At each seminar, a Commissioner introduced the speakers and spoke about the work of the Commission and its interest in encouraging financial independence among women.

Another thrust of the Women and Economics Committee was the sponsorship of a series of talks with women's groups throughout the Commonwealth on the causes of unemployment and ways to ensure jobs for all who want and need them. The speakers were faculty members and graduate students of economics from several colleges and universities in the State.

In order to expand this project so that more women can be educated about economics and encouraged to participate in formulating policies for full employment, the Commission worked with students from Clark University on a funding proposal. If funded, women would be trained as workshop leaders to meet with women's organizations throughout the State to deal with basic questions related to economic literacy.

Members: Commissioners Shirley Perry (Chair), Ann Seidman, Kay Mazuy Clarke; Mr. Paul Maniff, and Shirley Manning of Shawmut Bank.

FULLY EMPLOYED WOMEN CONTINUE TO EARN LESS THAN FULLY EMPLOYED
MEN OF EITHER WHITE OR MINORITY* RACES

AVERAGE INCOMES:

1965	Men	\$6,704	White
		\$4,277	Minority
	Women	\$3,991	White
		\$2,816	Minority
1975	Men	\$13,216	White
		\$10,168	Minority
	Women	\$7,614	White
		\$7,505	Minority

*includes all races other than white.

Source: Prepared by the Women's Bureau, Employment Standards Administration, U.S. Dept. of Labor, from data published by the Bureau of Census, U.S. Dept of Commerce. August 1977

MOST WOMEN WORK BECAUSE OF ECONOMIC NEED

(Women in the Labor Force, by Marital Status, March 1976)

NEVER MARRIED	WIDOWED, DIVORCED, SEPARATED	MARRIED (HUSBAND PRESENT)			
		Under \$5,000	\$5,000- \$6,999	\$7,000- \$9,999	\$10,000 and over
24%	19%	8%	5%	10%	33%
HUSBAND'S 1975 INCOME					

Source: Women's Bureau, ESA, data published from Bureau of Labor Statistics, U. S. Dept. of Labor, August 1977.

Communications Committee

"Public Education: The First Step Toward Change"

To fulfill the Commission's mandate, to educate all the citizens of the Commonwealth regarding issues of importance to women, the Communications Committee booked Commissioners on radio and television programs and generated programming/news stories on issues including: ERA implementation, wife abuse, maternity disability benefits, abortion rights, domestic violence, the federal ERA extension, affirmative action, credit rights, employment/veteran's preference, International Women's Year, the status of women today, etc.

Commissioners appeared on radio and television programs in Boston, Cambridge, Lynn, Framingham, Medford, Marshfield, Pittsfield, Amherst, Worcester. Programs ranged from "Mzizi Roots" to "Mass. Reaction."

The Committee arranged a "Camera Ready Workshop" at Boston University School of Public Communications, which prepared interested Commissioners for public speaking through the aid of audio-visual techniques, role-playing, and critical feedback by author Jane Bachner (SPEAKING UP).

Press releases were sent to local newspapers announcing individual Commissioner appointments. Feature stories appeared in local newspapers announcing the formation of the Massachusetts ERA Implementation Coalition Committee, the Commission's Educational Equity Awards, the Commission's 1978 legislative priorities and profiles of various Commissioners.

The most significant impact of the Communications Committee was that more Commissioners than ever before in the Commission's history were active participants in representing the Commission in the media, bringing issues of pressing concern to women to the public at large.

Members: Commissioners Barbara Slater (Chair), Tanya Kaye, Barbara Ashton, Sr. Therese Higgins, Diane Modica; Members Sandy Satterwhite, Pat Baker; Interns Marcelle Mavidis, Eileen Murray, Robin Traum, Roberta Adams.

Education Committee

"Equality in Education For Female Students, Faculty and Administrators"

The Education Committee focused upon four major projects concerning the secondary and post-secondary educational needs of women, as students and as professionals in the field.

Continuing the work of the 1976-1977 Higher Education Task Force, the Commission produced publication RESOURCES: PROFESSIONAL WOMEN IN MASSACHUSETTS HIGHER EDUCATION was distributed to legislators, key administrative personnel in education, presidents and affirmative action officers of public and independent colleges in the Commonwealth and female trustees and advisory board members of these institutions. This publication presents valuable information related to careers, advanced education, professional affiliations, legislation and legal rights of women in post-secondary education.

In cooperation with the Office of Educational Affairs and the Massachusetts Commission Against Discrimination, the committee members identified statistical employment patterns of women in Massachusetts public higher education. Careful analysis identified a variety of trends: a concentration of women in traditional disciplines (i.e. library sciences, nursing), salary differentials between men and women faculty and administrative ranks, and the absence of female representation in decision-making positions. (See Chart on the following page).

The Office of Civil Rights has supplied technical assistance to the project and once the statistical analysis is complete, a coordinated strategy for dealing with the results will be developed. This Committee will be scheduling a program in the fall for female members of boards of trustees and advisory boards of public higher education institutions to provide a forum for discussion of the critical issues pointed out by these statistics and outlined in the RESOURCES publication.

The Commonwealth of Massachusetts
PUBLIC HIGHER EDUCATION STATISTICS*

	Community College System				State College System				University System				Grand Total	
	Total	Women	%	Total	Women	%	Total	Women	Total	Women	%	Total	Women	%
Faculty	1312	522	39.79	1628	510	31.33	2526	462	2526	462	18.29	5466	1494	27.33
Tenured Faculty	696	210	30.17	1246	344	27.61	1646	197	1646	197	11.97	3588	751	20.93
Professor	207	44	21.26	351	75	21.37	733	45	733	45	6.14	1291	164	12.70
Assoc. Professor	250	72	28.80	417	89	21.34	678	104	678	104	15.34	1345	265	19.70
Executive/Adminis. Managerial	256	48	18.75	244	53	21.72	380	61	380	61	16.05	880	162	18.41
Above \$19,000	136	12	8.82	151	18	11.92	299	35	299	35	11.71	586	65	11.09
Above \$25,000	54	2	3.70	65	2	3.08	206	12	206	12	5.83	325	16	4.92
Professional/non- Faculty	188	100	53.19	126	61	48.41	973	388	973	388	39.88	1287	549	42.66
Below \$13,000	88	56	63.64	57	39	68.42	327	183	327	183	55.96	472	278	58.90

*This preliminary analysis is based on selected statistics submitted on Higher Education Staff Information Forms (EEO-6) as a joint requirement of EEOC, OCR, HEW, OFCC, and DOL. All institutions within the Commonwealth filed in compliance with the deadline of Feb. 28, 1978. Actual figures may be subject to variance due to information in the computer data date of entry, full/part-time status, or definition of requested categories.

As a related project, one Commissioner prepared and distributed a trial newsletter entitled "Career Alternatives for Teachers" which addressed the problem of women who have been trained for (non-existent) teaching jobs. The newsletter identified a few of the types of skills that teachers develop through their training and experience and related these skills to new and interesting careers.

The Education Committee this year designed an awards program for students, teachers, guidance counselors, and administrators from across the state who have made significant and innovative contributions to educational equality. Originally scheduled for May, the final selection has been postponed until the Fall of 1978 in order to increase the applicant pool.

Members: Commissioners Debra Amidon (co-chair), Angela Dorenkamp (co-chair), Sondra Darling, Diane Modica, Janis Gogan, Sr. Therese Higgins, Margaret Merry, Edna Sexton; Members Mary Carroll, Shirley Kolack, Carol Leary, Joan O'Sullivan, Karen Rigg, Kaye Vickers, Jane Webb, Carole Wegman.

Orientation/Membership

For the first time in Commission history, Commissioners and staff devoted one and a half days to orientation and programming. Following the Friday afternoon swearing-in at the State House, the Commission retreated to the Ponkapoag Outdoor Center in Canton for an intensive session that was designed to meet the orientation needs of new and old Commissioners, as well as to formulate programs and projects for the year. Topics included a brief history of the Commission, office procedures, an overview of legislative activities, communication techniques for interviews and tv/radio appearances, and discussion of priority topics of concern to Commissioners and Massachusetts women.

The Membership Committee addressed itself, once again, in 1978 to the recruitment of candidates for the Commission. Resumes of interested applicants were solicited and reviewed by the committee so that appropriate recommendations could be made to the Governor.

Members: Commissioners Marge Schiller (Chair), Sondra Darling, Sheila Clemon-Karp, Kay Mazuy Clarke, Shirley Perry, Debra Amidon, Sonya Hamlin, and Sally Garcia; Associate Commissioners MarDee Xifaras and Sandy Crews.

Health Committee

"Making Quality Health Education Available to All"

The Health Committee undertook two major projects for the 1977-1978 year. The first concerned misleading cosmetics advertising. Committee members gathered a large number of such advertisements from local magazines and newspapers, analyzed them for accuracy, and presented their findings to the Federal Trade Commission in December 1977. As a result of our efforts, the FTC is actively investigating whether formal legal proceedings should be undertaken against the responsible companies. In addition, a questionnaire concerning the beliefs and attitudes of women toward cosmetics was formulated and reviewed with a statistician-pollster in the hope of generating further evidence that the cosmetics advertising does influence consumer behavior. It is hoped that this questionnaire can be administered to a sampling of women in the Greater Boston area before the end of this year and made available to the public and to the FTC.

The second major activity of the Health Committee was a health lecture series entitled "Live Better, Feel Better." Topics included physical fitness (politics and practice), and the hazards of prescription and over-the-counter drugs. This program represented an unconventional approach to consumer health education, by bringing quality health education to a large population in an informal, outdoor setting at the City Hall Plaza.

Members: Commissioners Barbara Gilchrest (Chair), Dolores de Nobrega Langone, Yamuna Lingappa; Interns Susan Balis, and Wendy Fiering.

Law Committee

"Bringing Women Into Closer Contact With the Legal System As Citizens, Consumers, Workers, and Judges"

The Law Committee devoted its energies as an advocate for changes in a wide variety of areas affecting the well-being of women. Committee members worked closely with the Commission's Legislative Committee in preparing fact sheets, position papers, and testimony on priority bills and made recommendations to the Governor, via the staff, on the advisability of signing or vetoing certain pieces of legislation affecting women.

The Committee also lobbied on both the state and federal levels, for a change in the veteran's preference statute. Members met with State Attorney General Bellotti to urge his cooperation in sponsoring and supporting a veteran's preference statute that would not prejudice women in obtaining employment in state positions and would still afford veterans limited preference.

The Committee commented publicly on the proposed changes of MCAD's case-processing guidelines to make that agency more responsive to the needs of complainants. The Committee cosponsored a conference with the Massachusetts Association of Women Lawyers and an ad hoc committee of women attorneys for women interested in becoming candidates for judicial selections in order to develop a method to ensure that more women are considered for the bench.

Working with a number of student organizations, members served as panelists, facilitators, and promoters at the Boston University Law Day on April 1, 1978. This full day program presented valuable information on women's legal rights and responsibilities to over 500 participants. The committee will continue its work by preparing material for a publication on the current labor laws affecting women in Massachusetts.

In cooperation with the Shawmut Banks, the Law Committee rewrote the pamphlet entitled "Your Credit Rights" for distribution to the public through the Governor's Commission, Shawmut Banks, MCAD, the Banking Commission, and the Attorney General's Office.

Members: Commissioners Betty Gittes (Chair), Carol Chandler, Tanya Kaye, Caroline Chang, Jan Sugarman; Members Diane Hinzpeter, MarDee Xifaras, Debby Gorchov, Ellen Weiss; Intern Mary Toole.

Women's Budget Project

"An Equitable Share of State Funds Must Be
Allocated to Services Needed By Women"

The purpose of the Budget Project of the Legislative Committee has been twofold: first, to educate ourselves about the budget process in general and, secondly, to study the proposed fiscal year '79 budget to determine its impact upon Massachusetts women. The Budget Project's goal was to see that an equitable share of state funds are allocated for needed services for women.

The Project focused upon two areas for budget activities: 1) services for battered women, and 2) services for women alcoholics. The \$250,000 for services for battered women (account 4403-2700) was a new line item requested by Welfare Department Commissioner Alexander E. Sharp in his proposed budget and supported by Secretary of Human Services Jerald Stevens. Working with Assistant Commissioner for Social Services, Ruth Malenka, and Representative Barbara Gray (R-Framingham), we successfully lobbied for this funding.

<p>\$250,000 WAS ALLOCATED TO SERVICES FOR WOMEN ALCOHOLICS INCLUDING DAY TREATMENT CENTERS AND HALFWAY HOUSES. \$125,000 WAS ALLOCATED TO SERVICES FOR BATTERED WOMEN THROUGH THE DONATED FUNDS LINE ITEM.</p>

The Committee recommends that Commissioners continue to be educated about the Budget process with increased lobbying efforts on behalf of worthwhile programs assisting women.

Members: Commissioner Pat Burdick, (Chair); Intern Karyn Esielonis.

Legislation Committee

"Changing the Laws To Improve Women's Rights & Opportunities"

During the 1977 legislative session, the Commission lobbied for many bills which were enacted into laws:

Rape Evidence - Chapter 110 of the General Laws. This act limits the admissibility of certain evidence (the victim's past sexual history) in rape and assault cases.

Nurse Midwifery - Chapter 129. Allows the legal practice of nurse midwifery in the presence of a licensed physician within a licensed medical facility.

Divorce - Chapter 531. Decreases the waiting period in "no fault" divorce.

Temporary Shelters - Chapter 647. Endorsed the establishment of temporary supportive residences for abused and battered women.

ERA Implementation Bills - approximately 1/3 of the 147 ERA bills were signed into law.

The Legislative Committee, once again, tackled the docket of 7,000 bills that had been filed this year, and after reading through each one, identified key pieces of legislation that would impact upon women and, as a result, would merit Commission attention. Priority legislation was chosen on the basis of four criteria:

- . The impact the bills would have on the lives of women in the Commonwealth.
- . Each bill's chance of passage.
- . Addressing a large spectrum of women and their needs.
- . The interest of the Commission in the bill.

The following slate was approved for priority legislation:

<p><u>ABUSE BILLS</u> - Bills aiding abused families - <u>Enacted</u></p> <p><u>CONTRACEPTIVE RIGHTS FOR MINORS</u> - legal rights for minors to obtain contraceptive advice and care.</p> <p><u>DISPLACED HOMEMAKERS</u> - providing services for homemakers with no source of income - <u>Enacted</u></p> <p><u>ERA IMPLEMENTATION BILLS</u> - Bills that would bring Mass. laws into compliance with the state ERA.</p>
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Support Bills

MATERNITY BENEFITS - bills to consider pregnancy as a temporary disability in disability insurance plans, and/or to permit use of sick leave for maternity leave.

STATUS: Legislation has been superceded by the Supreme Judicial court's decision in Mass Electric vs. MCAD which requires that maternity disability benefits be awarded in all instances where comprehensive disability plans exist.

ADULT RECURRENT EDUCATION - A bill to establish a voucher system to offer tuition assistance in continuing education degree programs for low-income individuals.

STATUS: This bill ended in a study order.

FLEXIBLE HOURS/PART TIME EMPLOYMENT REPORTING - A bill to mandate that state agencies submit progress reports twice annually on implementing Chapter 500 of the General Laws.

STATUS: Remained in House Ways and Means Committee.

PART-TIME EMPLOYMENT INSURANCE - Provides health insurance coverage for part-time employees working an 18 3/4 hour week.

STATUS: This bill was not considered for passage because the State worker's union contract provides a means for reaching this goal. Letters have been written urging accomplishment of this goal.

COMPREHENSIVE SERVICES FOR FEMALE OFFENDERS - Provides services for women in the criminal justice system.

STATUS: - Funding of these services was to be included in the FY'79 budget, but it did not appear in the final budget.

PRO-CHOICE BILLS - Opposition to bills that would take away the right to choice in abortion matters.

STATUS: Commission efforts focused upon preservation of this right for medicaid recipients. The matter will be determined by the courts.

MIDWIFERY - a bill to permit nurse mid-wives to deliver babies at the mother's home under a physician's supervision.

STATUS: The bill received an unfavorable report from the Health Care Committee.

PATIENTS' RIGHTS - a bill that would further delineate the rights of patients to information concerning their care.

STATUS: This bill was engrossed in the House, but did not proceed beyond the Senate Committee on Bills in Third Reading.

GOVERNOR-APPOINTED BOARDS - A bill to include one man, one woman, and one third-world person on all governor-appointed boards.

STATUS: Was not reported out of the State Administration Committee by the deadline.

Members of the Legislative Committee presented "Legislative Action Seminars," a three-session program to educate Commissioners and interested citizens on the Legislative process and lobbying techniques. Panelists included Senator James A. Kelly, Rep. Caroline Stouffer, Senator William L. Saltonstall, and Rep. Barbara Gray, as well as public interest lobbyists.

The Committee worked in coalitions on a state-wide level to address the problems of abuse, choice in abortion matters, and ERA implementation through legislative change.

The Committee also maintained close contacts with the Massachusetts Congressional delegation concerning important federal bills in the areas of displaced homemakers, domestic violence, maternity benefits, the ERA extension, and full employment.

Members: Commissioners Sheila Clemon-Karp (Chair), Pat Burdick, Sondra Darling, Pat Jennings, Ellen Lutch, Margaret Merry, Mary Murphy, Jan Sugarman; Members Sandra Daitch (Legislative Coordinator), Ruth Ferguson, Joan Johnson, Linda Buckley, Wyn Somers, Priscilla Leith, Sandra Fisherman, Jody Sammons, Vicki Billing, Floss Frank, Nancy Adler, Mary Carroll, Diane Hinzpeter, Paula Fernandez, Judy Hegarty, Jean Poor, Connie Williams, Karen Montner, Ann Weld-Harrington, Harriet Goldberg, Judy Rosenblum. Interns Chris Robinson, Leslie Saltzman, Jana Kendall, Gretchen Ray, Maria Consentino.

Sensitivity and Awareness Committee

"Only through a Mutual Understanding of Minority and
Majority Needs and Aspirations Can We
Help Each Other"

The purpose of the Sensitivity and Awareness Committee was to provide a vehicle by which each Commissioner would be able to relate to other women with a humanistic point of view as opposed to a stereotypical one. To sensitize each other to our various lifestyles, culture, and professional responsibilities. To recognize the differences as well as the similarities of all women regardless of their color and/or ethnic background; and to recognize the accomplishments and contributions of third world women to this country as well as to the Commonwealth of Massachusetts. To promote a more collective energy among Commissioners as opposed to a separatist attitude due to the color of an individual's skin. To promote an intelligent decision-making process about issues of particular concern to ALL women of the Commonwealth, not just a mighty few.

The efforts of the Sensitivity and Awareness Committee culminated in an all-day workshop held on January 14, 1978 at the Harriet Tubman House in Boston. The theme of the workshop was "The Color of Women's Oppression." The purpose of the workshop was to expose each Commissioner to a more realistic view of the third world woman and her relationship with other women in this society. It also provided a setting to "act out" the philosophy cited above.

The Sensitivity and Awareness Committee submitted the following recommendations to the Governor's Commission on the Status of Women:

1. That the workshop program held on January 14, 1978 be incorporated into the general orientation session that each new Commissioner is requested to attend.
2. That more third world women be recommended and/or appointed to the Commission on the Status of Women according to their involvement and interest in women's issues and not solely based on the percentage of minorities in the overall population of the state.
3. That all efforts the Commission proposes in terms of legislation, etc., be investigated and studied for the long-range impact it will have on ALL women of the Commonwealth as opposed to any personal goals and/or agendas.

Members: Commissioners Ruth Benjamin (Chair), Jan Gadson, Sondra Darling, Yamuna Lingappa, Caroline Chang, Sally Garcia, Gretchen Wortham; Members Caroline Hunter, Muriel Knight, Consuelo Thornell, Violet Burch, Mie Watanabe.

LEGISLATIVE POSITION PAPERS

Top Priority Legislation

Abuse

"More Than Half Of The Country's Married Women Are Victims Of Abuse At The Hands Of Their Husbands"

Domestic violence is a problem that knows no limitations based on class, race, sex, or age. FBI statistics indicate that a wife-beating is occurring every 18 seconds in the United States, that the crime of battering women is the largest single offense committed and probably the least reported. Twenty-eight million American wives--more than half of the country's married women--are victims of physical abuse at the hands of their husbands. Boston City Hospital has reported that approximately 70% of assault victims examined in the emergency room are women who have suffered abuse in their homes. And, child abuse kills more of our children each year than any other cause. Now, we are beginning to hear of another category of victims--the elderly parent or grandparent who suffers physical abuse from a family member.

A 1977 Connecticut study on household violence reveals that while the majority of such offenders are white, professional men, there is no socio-economic class or ethnic group unrepresented among them. All people can be found among both abusers and abused. The Connecticut study establishes clearly that abuse occurs everywhere, in suburban as well as urban settings. Boston police receive approximately 45 calls daily pertaining to domestic violence and in such suburban towns as Lexington, the problem is beginning to attract public notice as the frequency of reports increases.

The inter-relationship of abuse situations is important and a factor often overlooked. Violence is seldom limited to one victim. The Connecticut study cited above reveals the connection between wife beating and child abuse; in 40% of the cases where mothers were being abused by fathers, these fathers were also beating the children of the household. In fact, many of the victims reported that abuse began or increased in severity and/or frequency when they were pregnant, with miscarriage sometimes occurring as a consequence. Not always, however. Children are born into violent homes, children who, in turn, are abused and who sometimes die, as a result, of that abuse or live to perpetuate, in their adulthood, the patterns of abuse they learned as children.

The cycle goes on, but it must stop. Victims and perpetrators of domestic violence need help, and we can build such help into a legislative program. Some services needed are the following:

- * trained and responsive police
- * temporary shelters
- * legal assistance
- * one-to-one counseling
- * immediate and continuing moral support

STATUS: S1445 was enacted into law as Chapter 447. This comprehensive law improves on the current civil remedies available to victims of domestic violence. Included in its provisions are: removing the requirement that an abused spouse file for separation or divorce in order to obtain temporary vacate and restraining orders; making it clear that violation of these temporary orders is a criminal offense and that the police should therefore arrest violators of these orders; providing that on weekends and holidays these orders can be obtained through the district courts; requiring that at the scene of the violence, police present victims with an oral and written summary of their rights; providing a judge with conditions and restrictions that can be given to a defendant before the trial as well as after sentencing.

Sponsors: Representative Barbara Gray, Senator Sharon Pollard.

Contraceptive Rights For Minors

"The Number of Pregnant Teenagers Under 15 In Massachusetts Has Doubled"

The Governor's Commission on the Status of Women strongly supports bills which further define medical rights for minors. These bills would permit minors at risk of pregnancy to obtain contraceptive counseling and/or devices on their own. The existing law is ambiguous concerning the physician's right to exercise his or her best medical judgement in treating the teenage patient, even when the alternative to contraceptive care is an unwanted pregnancy. These bills would clarify the physician's rights and provide relief for those female minors who wish to prevent an unwanted pregnancy but may be unable or unwilling to secure parental consent.

Teenage pregnancy is one of the fastest growing health problems in the country as well as the state of Massachusetts.

Nearly one million American teenagers become pregnant each year. To date, nearly 1/3 of these have abortions, and 2/3 of these women give birth. According to the most recent available statistics, approximately 18,200 Massachusetts teenagers became pregnant in 1974 and the number of births to women under age 15 has doubled in Massachusetts over the last 15 years. Having recognized the serious ramifications of the surge in teenaged pregnancies to the health and welfare of their populations, 26 other states permit minors access to contraceptive treatment on their consent.

We acknowledge the special nature of the parent/child relationship and the desire of sensitive parents that their children would come to them for advice in this as in any other area, but we recognize that children often do not seek such advice from their parents. In these, as in any other health care situations, the patient's well-being must be the primary concern.

STATUS: The bill was in a study order at the end of the session, and did not pass.

Sponsors: Representatives Stouffer, Mofenson, Pines; Senator McCarthy.

Displaced Homemakers

"Middle Aged Homemakers Are Increasingly Left Without Financial Security Or Employment Prospects"

The Governor's Commission on the Status of Women firmly supports those bills which seek to establish the necessary TRAINING, COUNSELING, AND SERVICES FOR DISPLACED HOMEMAKERS "SO THAT THEY MAY ENJOY THE INDEPENDENCE AND ECONOMIC SECURITY VITAL TO PRODUCTIVE LIFE."

Homemakers in their middle years are increasingly being displaced from their family roles after divorce or death of their spouse and left without any financial security.

The trend is toward no-fault dissolution of marriage and spousal support for limited periods, if at all. The National Commission on the Observance of International Women's Year found that only 14% were collecting regularly. ("Where Women Are Heading," Summary of a poll of 1,522 U.S. Women, 1975, Market Opinion Research in Part III).

Widowhood creates still other problems. Provisions made for retirement and insurance proceeds are often inadequate to cover the rapidly increasing costs of living expenses.

Many displaced homemakers "fall between the cracks" of existing income security programs because:

- ...they are ineligible for Social Security benefits because they are too young, or divorced from family wage earners after being married fewer than 20 years.

- ...they are ineligible for Federal Welfare Assistance if they are not physically disabled, and if their children are past 18 years of age;

...they are ineligible for unemployment insurance or health plan benefits because they have been engaged in unpaid labor at home.

...they may have lost their rights as a beneficiary under a spouse's pension and health plans. ("... To Form a More Perfect Union...", Report of the National Commission on the Observance of I.W.Y., 1976).

The services provided by the displaced homemaker legislation are twofold. These services would be specifically designed for the needs of a person entering the job market after a number of years as a homemaker.

Equally important would be the creation of jobs through analysis of community needs and through funding public and private sectors. Such displaced homemaker legislation according to the National Council of Senior Citizens, Inc., would release a "potentially valuable pool of womanpower to serve the community. Instead of increasing the public assistance roles, if in fact they are eligible, these women could, for example, provide a range of community services to our nation's elderly, disabled or infirm" (Statement submitted to the Subcommittee on Employment Opportunities by the National Council of Senior Citizens, Inc. July 27, 1977).

STATUS: S120 signed into law as Chapter 483. This law requires that a report be written on the recently completed year-long pilot program in Fitchburg, with recommendations for future state-wide programs. It also provides that the Secretary of Economic Development and Manpower Affairs explore all possible sources of funding for the establishment throughout the state of centers to provide employment preparation services to "displaced homemakers," people who have worked in the home without pay, and who have lost their source of income through divorce, widowhood, or cessation of government assistance.

Sponsors: Senators Wetmore and Backman; Representatives Pines and Gannet.

ERA Implementation Bills

Tenancy By The Entirety Modification Bill

"The Husband Has Complete Control Over Marital
Property In 70% Of Mass. Families"

During the 1978 Legislative Session, there were 98 remaining bills that would bring the General Laws of the Commonwealth into compliance with the principle of the Equal Rights Amendment. Bills range from simple word changes to substantive changes in the law. The bill that would change "Tenancy by the Entirety" is considered a preeminent one by ERA supporters.

Presently 70% of married couples in Massachusetts who own property do so as Tenants by the Entirety (rather than as Joint Tenants with Rights of Survivorship). The husband has complete control and possession of such property, e.g., although he cannot sell the house without his wife's consent, he can rent the house and keep the money, forcing the wife to leave, even if the wife made the downpayment. Also, while the husband is alive, his creditors may attach his life interest until his death, e.g., while not forcing sale of the property, the husband's creditors can force the wife to leave the house, and they can collect rents to pay off the husband's debts.

Some advantages of Tenancy by the Entirety: For the husband only, while his spouse is alive, he is protected from her creditors. For both spouses, neither the creditors nor either of the spouses can go to court to force the sale of the property for the other spouse's debts. (The latter can be done under Joint Tenancy).

The Implementation bill to amend Tenancy by the Entirety would retain the "protection from forced sale" clause, which would benefit both sexes. In addition, both spouses would have equal responsibility for, control of, and possession of the property. They would also share equally any insurance money received against said property's loss or damage. Neither spouse's life interest could be attached by creditors, thus eliminating the present situation where a wife might be forced to leave her home while creditors rent the house to pay off debts.

STATUS: About 1/3 of the implementation bills were enacted into law. The bill on Tenancy By the Entirety reached the enactment stage, but due to time running out, did not become law.

SPONSORS: Senator McCarthy and Representative Lois Pines

Governor's Commission on the Status of Women

The Commonwealth Of Massachusetts

AMOUNT APPROPRIATED: \$28,800
1977-1978 (F.Y.'78)

Personnel Services

Executive Director (\$11,700)
Executive Secretary (\$ 8,040)

Total Staff Salaries \$19,740

Expenditures

Telephone
Postage/mailings
Printing and film processing
Office supplies
Office equipment, repairs, service
Travel
Resource Material
Project expenditures
Miscellaneous 9,060
\$28,800

It is estimated that no funds will be reverted to the General State Treasury. The Governor's Office has, from time to time, provided additional financial assistance.

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